



Managing A Workforce – Delegate for better performance

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The owner of a large Ohio dairy once said his goal was to arrange things so that no problem ever reached his desk. He wanted everything handled at the lowest possible level within the farm organization. Whether this farmer was working on the dairy or completely relaxed on a fishing trip, the farm should run equally well.

Rather than bog him down in day- to- day operations, delegation would free the farmer to focus on more strategic management activity and help ensure the long-term success of the operation.

This Ohio farmer doesn't expect to be 100% successful in accomplishing his goal, but delegating responsibility and authority moves him in that direction.

Entrusting worthwhile tasks to employees sends a message that you have faith in their ability to handle the work. Transferring the appropriate power and authority along with the task shows them you have confidence in employees' knowledge and decision-making ability.

When you delegate, it's essential to communicate clearly what you want done and when you want it done. Be certain your employees possess the knowledge and skills, and have the tools and equipment needed to perform the delegated tasks effectively and safely. Once all these things are in place you can then hold employees accountable for the desired outcomes.